COMMAND BOARD
CONCEPT BRIEFING

CONCEPT OF OPERATIONS

- **Phase I** **Identify "Fully Qualified" Officers**
- **Phase II** **Revalidate Deferrees**
- **Phase III** **Identify "Best Qualified" Officers**
- **Phase IV** **Identify Officers for Show Cause**
- **Phase V** **Produce Board Products and AAR Completion**

Phase I – Identify Fully Qualified

- **Vote Files (1 thru 6 +/-) for EACH CATEGORY that the officer is competing in.**
- **ID Possible Show Cause Cases**
- **Establish OML**
- **Establish Fully Qualified Line**

CMD Hard-Vote Word Picture

6 +/- **Definite Principal**
Superior Performer / Superior Potential

5 +/- **Should be a Principal**
Outstanding Performer / Outstanding Potential

4 +/- **Definite Alternate**
Solid Performer / Good Potential

3 +/- **Possible Alternate**
Average Performer/Potential

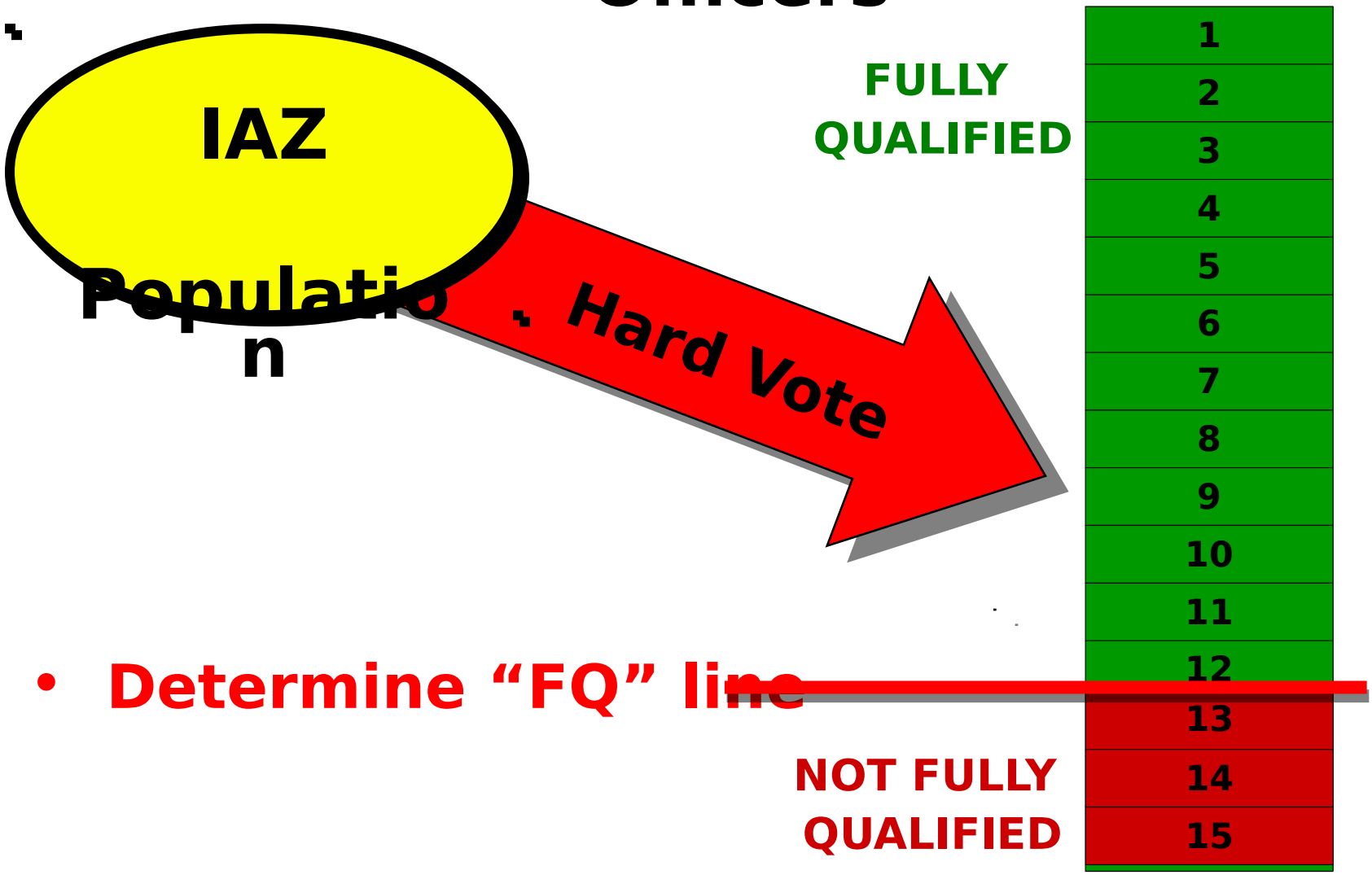
FULLY QUALIFIED

NOT FULLY QUALIFIED

2 +/- **Do not Select**
Marginal/Weak Performer

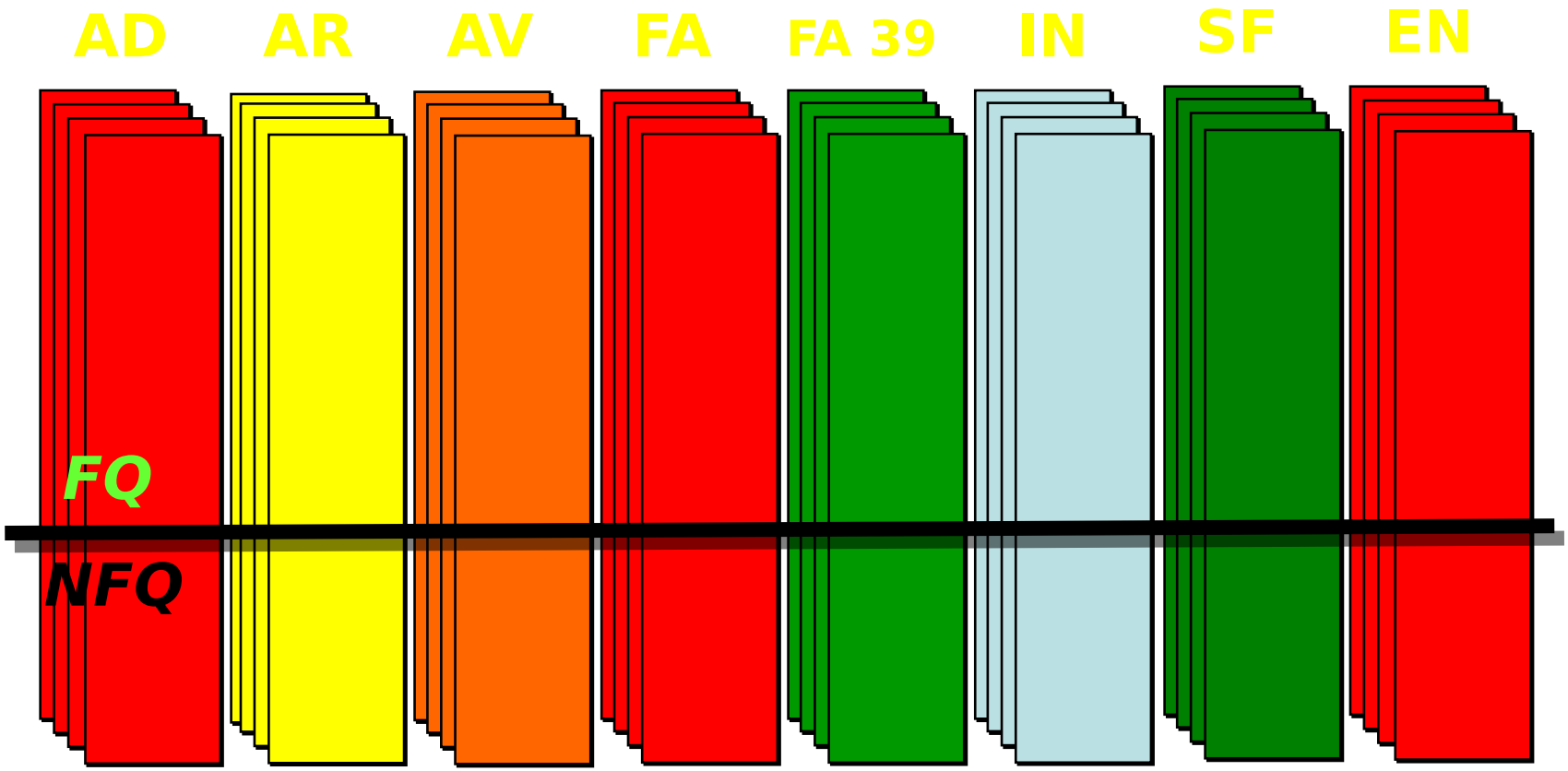
1 **Show Cause**

PHASE I
Identify Fully Qualified Officers



- Determine “FQ” line

Phase I: Identify Fully Qualified
Establish Order of Merit Lists



Phase II
Revalidate Deferees

- **Review Files of officers previously selected, but deferred from command**
- **Vote files Yes/ No/SC**
- **Do not compare the deferred files against the files presently under consideration**
- **Limit the review to material changes since the original selection**

CMD Deferee Word Picture

YES: RETAIN on the CSL. Sustained Level of Performance.

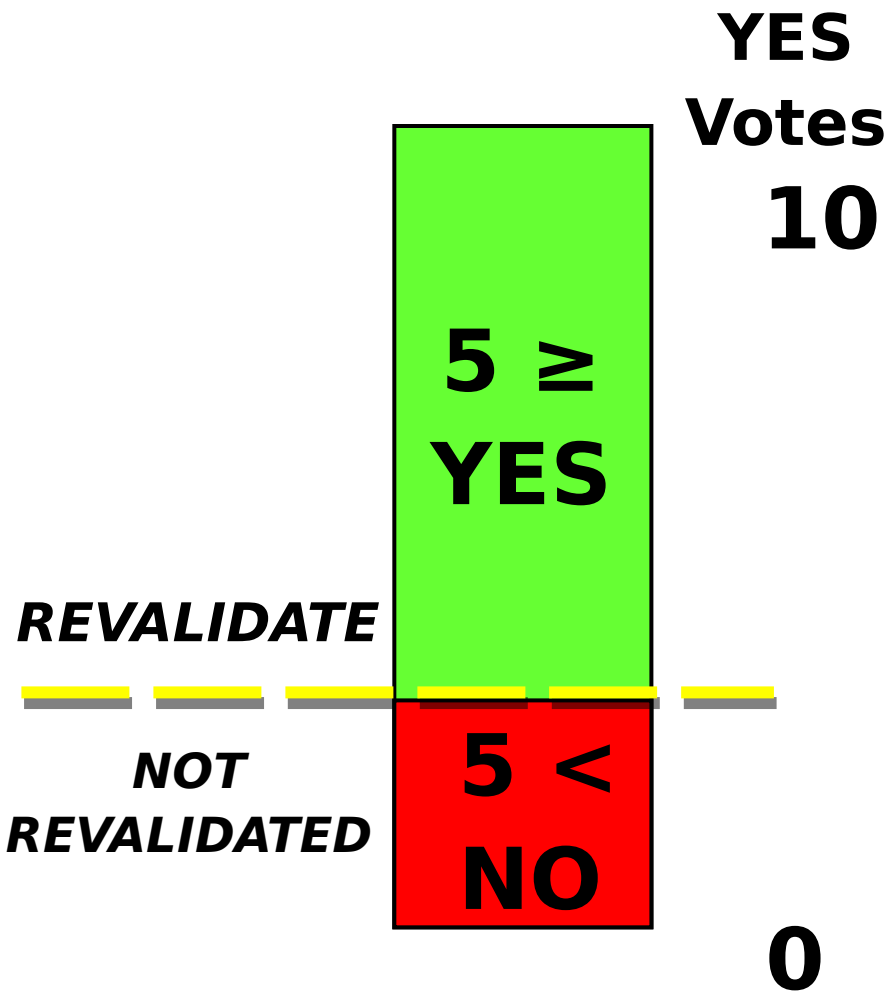
NO: REMOVE from the CSL. Decline in Performance.

SHOW CAUSE: Substandard Performance, Misconduct, Actions inconsistent w/National Security, Moral/Professional dereliction

Phase II
Revalidate Deferees

- **Majority Decision determines if an officer is revalidated.**

- **Revalidated Deferees become PRINCIPALs in their respective categories.**



Phase III
Identify Best Qualified

- **MOI/Skill Review**
- **Deconflict OMLs**
- **Break All Ties**
- **Establish Best Qualified Line**

Command Board
OML DECONFLICTION ROE

- **An officer may only be a principal on ONE (1) OML.**

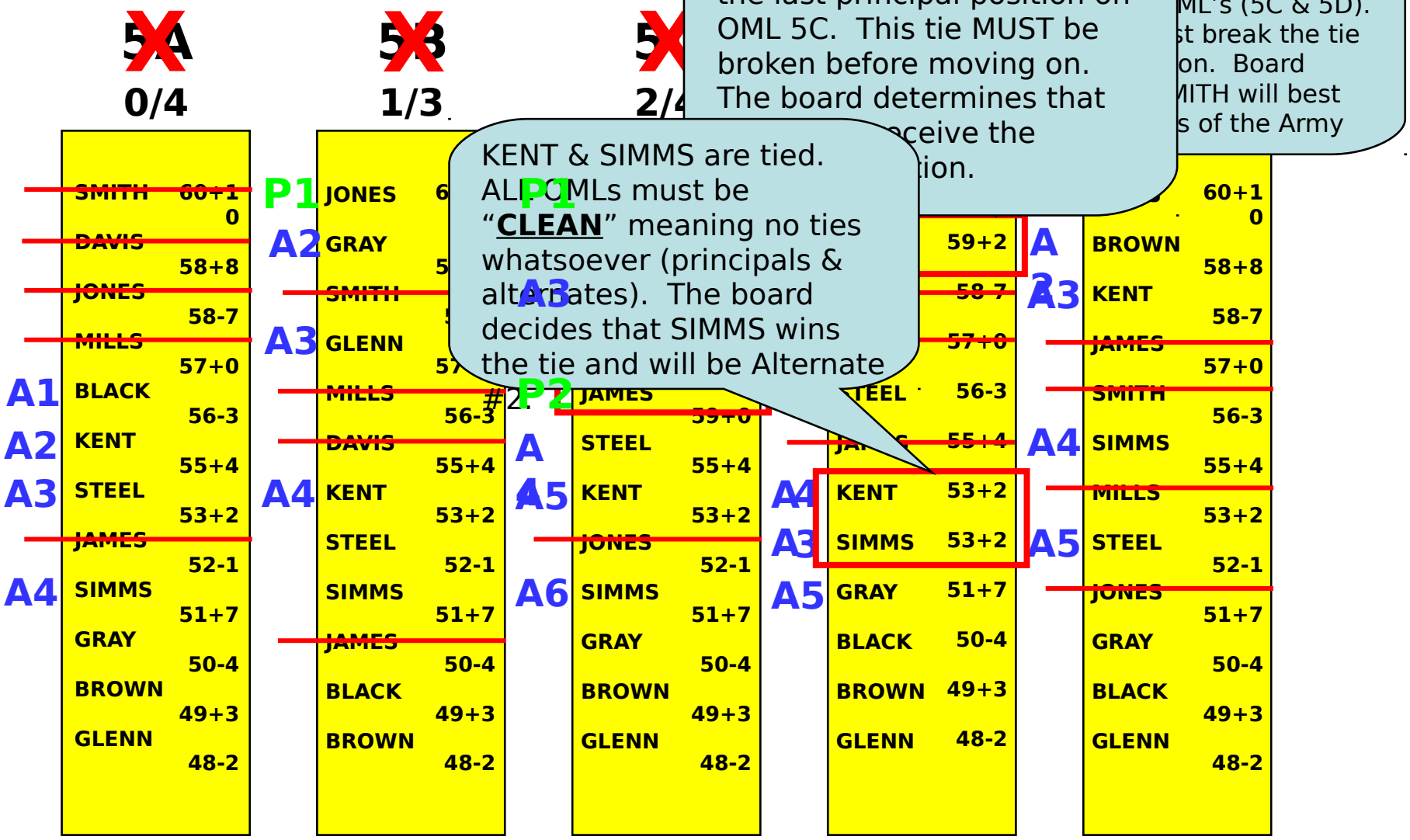
- **A Principal may not be an alternate on any OML.**

- **An officer may be an alternate on MULTIPLE OMLs.**

DECONFLICTION COAs

- **COA 1: HIGH SCORE**
  - **An officer will remain on the OML in which he/she received their highest score**
  - **Fastest COA**
  - **Easiest COA**
- **COA 2: GOLF SCORE**
  - **Board members "re-vote" the file for each category. They will score each category with a "1" (first choice), "2" (second choice), etc. Scores will be totaled. The category receiving the LOWEST score will be the category the officer is slated as a principal**
  - **More preparation time**
  - **Slowest COA**
- **COA 3: OPEN DELIBERATION**
  - **Board members openly deliberate the best category for each officer to be placed in.**
  - **Can be the slowest COA. Best used when there are an ODD number of board members.**
- **COA 4: Combination**

HIGH SCORE


5A
0/4
5B
1/3
2/4
BLACK & JAMES are tied for the last principal position on OML 5C. This tie MUST be broken before moving on. The board determines that
ceive the
ion.
ith himself on
ML's (5C & 5D).
t break the tie
on. Board
ITH will best
s of the Army
KENT & SIMMS are tied. ALL OMLs must be "CLEAN" meaning no ties whatsoever (principals & alternates). The board decides that SIMMS wins the tie and will be Alternate #2.
P1
A1
A2
A3
A4
SMITH 60+10
DAVIS 58+8
JONES 58-7
MILLS 57+0
BLACK 56-3
KENT 55+4
STEEL 53+2
JAMES 52-1
SIMMS 51+7
GRAY 50-4
BROWN 49+3
GLENN 48-2
P1
A2
A3
A4
JONES 6
GRAY 5
SMITH
GLENN 57
MILLS
DAVIS 56-3
KENT 55+4
STEEL 53+2
SIMMS 52-1
JAMES 51+7
BLACK 50-4
BROWN 49+3
GLENN 48-2
P1
P2
A
A5
A6
JAMES 59+0
STEEL 55+4
KENT 53+2
JONES 52-1
SIMMS 51+7
GRAY 50-4
BROWN 49+3
GLENN 48-2
59+2
58-7
57+0
TEEL 56-3
55+4
A4
A3
A5
KENT 53+2
SIMMS 53+2
GRAY 51+7
BLACK 50-4
BROWN 49+3
GLENN 48-2
A
2
A3
A4
A5
BROWN 60+10
58+8
KENT 58-7
JAMES 57+0
SMITH 56-3
SIMMS 55+4
MILLS 53+2
STEEL 52-1
JONES 51+7
GRAY 50-4
BLACK 49+3
GLENN 48-2

BOARD COPY

EXAMPLE COMMAND OML

MOI Requirements:
Total # to Rank order = 12
Principals = 1

Principals & Alternates Numbered

MOI Requirements Noted

	Officer	Skill	Vote Total		OML Number
P1	*Janson*	*A (Deferee)*			
A2	Brown	A	36-2		1
	Jones	B	35+4	4L	2
A3	Allen	B	35		3
	Smith	C	34+3	4L	4
	Hoffman	B	34	4CX	5
A4	Shepard	A	34-1		6
A6	Rogers	C	32+2		7
A5	Stoval	A	32+2		7
A7	Hayes	B	31		9
A8	Barkley	B	30+4		10
A9	Lewis	A	28		11
A10	Hughes	D	26+3		12
A11	Wilson	B	26		13
A12	Roberts	B	26-3		14
	Clark	B	25		15
	Vest	C	24-3		16
	Cofin	A	23		17
	Harvey	A	18		18
	Branch	A	11-3		19
	Jenkins	C	10-5		20

8

Principal Command References
(Written above line & between score & OML#)

All ties Marke

FQ Line

PHASE IV
Identify Officers to Show Cause

IAW 600-8-24, Chapter 4

- **Substandard performance of duty**
- **Misconduct**
- **Moral/Professional dereliction**
- **Actions inconsistent with national security**

Sponsor Presents Case Summary

Board Deliberations & Voting

Sponsor Completes SC Memorandum

PHASE V
~~Produce Board Products~~

- **Finish AAR**
- **Complete Special Boards**
- **Verify & sign attest rosters**
- **Sign signature pages**
- **Out-brief the DMPM**
- **Recess**